Ormiston Beachcroft Academy

School Careers

Strategy

And

Action Plan

September 2025

to

August 2026

Ormiston Beachcroft Academy is an active member of the London Careers Hub and supports the development of all our pupils.

ORMISTON BEACHCROFT CAREERES STRATEGY

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Ormiston Beachcroft

Careers Strategy

**Aims and Purpose**

Ormiston Beachcroft Academy view Careers and Post 16 education as a vital part of our students' educational needs. We are committed to ensuring that all students gain the knowledge, attitudes, and relevant skills to manage their learning and career progression.

We are currently working on a range of careers and Post 16 activities that we hope will help to guide and support our students to positive destinations such as College, Apprenticeships and 6th Form when they leave us in year 11.

The aim of our Careers programme at Ormiston Beachcroft Academy is to make sure that our students are prepared and informed about their next steps in life and can aim to achieve their full potential. We want our students to be able to add value to the workplace and be as prepared as they can be.

We work with a range of external agencies to help deliver a solid careers plan throughout the year. These will be touched upon in this document but include The London Careers Hub, The Construction Youth Trust, 2-3 Degrees, BNP Paribas, Willmott Dixon and the Local Authority to name a few.

Ormiston Beachcroft Academy believes that high quality Careers advice is a vital part of improving social mobility. Our students will make more informed and better choices when they know what is available to them. They will also be able to make more informed choices about which career pathways will enable them to achieve their goals.

We are always trying to expand and better our Careers and post 16 Programme at Ormiston Beachcroft Academy and are currently working to ensure that we meet all 8 “Gatsby Benchmarks” this academic year.

**The Careers Strategy**



**In December 2017, the Department for Education released its new career guidance strategy which placed the eight Gatsby Career Benchmarks at its heart.**

**The Gatsby Benchmarks**

**The 8 Gatsby Benchmarks of Good Careers Guidance are:**

1. A stable career programme ​
2. Learning from careers and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Gatsby believes that every young person needs high quality career guidance to make an informed decision about their future, and this is even more important with reforms to technical education.

Benchmark 1 is being met by having a stable careers programme that includes on and offsite activities and workshops, employer visits and talks from professionals working in various sectors. Our careers programme is evaluated annually to assess its impact through surveys and evaluations.

Benchmark 2 is being met by ensuring all learners and their parents and carers have access to high quality information about future careers prospects and employment possibilities.

Benchmark 3 is met by taking feedback on activities and what learners would like to see from their careers programme. Also using learner’s aspirations and intended destinations to tailor the programme.

Benchmark 4 is being met by helping learners see how the subjects they study can be used in the real world and how they can transfer their skills to future careers.

Benchmark 5 is on the way to being met by providing opportunities for students to meet employers, learn from their experiences and find out what skills they need to succeed in the workplace. This is done through assemblies, workshops and workplace visits.

Benchmark 6 will be a focus with EM establishing links to local businesses and the Westminster employment services to allow learners to have direct experience of the workplace through work visits, work shadowing and work experience. Through Capital Kids Cricket learners were able to take part in coaching at Lords Cricket Ground which we hope to continue.

Benchmark 7 is being met by learners having encounters with higher and further education providers onsite through assemblies, workshops and careers fairs and offsite when attending taster sessions and tours. We also work closely with the Construction Youth Trust who have a whole host of apprenticeship opportunities in the construction industry.

Benchmark 8 is being met by every learner by the time they reach Year 10 will have had at least 1 session with a L6 external careers advisor to formulate a careers action plan which will be then share with parents and carers.

**London Careers Hub**

Previously known as the Careers Hub Network, the London Careers Hub are those we work with at Ormiston Beachcroft Academy. We are provided with an Enterprise coordinator and an Enterprise Advisor and hold termly meetings to go through our Career plans and ideas for each term. The London careers Hub guides and aids in meeting Gatsby Benchmarks. They also help us with bringing in employers to hold talks with our students.

**External agencies we work with**

**Construction Youth Trust**

We have been working with the Construction Youth Trust (CYT) for the past 6 years. Our KS4 take part in a L1 Health and Safety Course during the year, and we have always had a great take-up. CYT also has practical sessions with our students and has previously built a bench and bird boxes. We have seen that our students enjoy working with CYT and almost 100% of students who take the L1 Health and Safety Course Pass. It is also clear that the practical sessions that CYT has held have benefited the students that have taken part. They were engaged and focused during the sessions and created an amazing Bench and Bird Box. Through CYT our learners have been able to go on building site visits where they have had encounters with employers and have experience of the workplace.

CYT will be continuing to work with our KS4 students this year, and we are arranging dates for them to start.

**2 – 3 Degrees**

2-3 Degrees is a company that focuses on life skills and life coaching. We have a good working relationship with 2 – 3 degrees and they come in to deliver a few sessions to some of our students. We found that the uptake was good, and our students made substantial progress in their CV writing and Post 16 choices.

We have contacted with 2 – 3 degrees and would like to bring them back this year to work with our students.

**BNP Paribas**

BNP Paribas are a Banking group that loves to work with schools to help students see some of the advantages of working in the banking sector. We were lucky enough to be able to arrange a visit to their offices and have a workshop day with them.

5 students took part in the workshop which involved buying and selling. The workshop aimed to prepare them for working in the Westminster Youth Pop Up Market. Our students partook in the market against 2 other schools and managed to sell most items of the day.

This experience helped our students to see the values of buying and selling and gave them a first-hand insight into trading. Two of our students were also asked to stay connected because they would be offered an apprenticeship when they finish year 11.

**Willmott Dixon Interiors**

We are currently in contact with Willmott Dixon Interiors about taking part in their Employability Programme. This will give our students the chance to gain some more in-depth experience in Job Applications and how the working world operates.

**Skills London**

We will be visiting the Skills London Exhibition at the Excel Centre where our learners will be able to have encounters with various employers and gain insight into future options for them.

**Little Village Network**

We have just started working with the Little Village Network which is an agency that teaches the importance of networking and how to build positive connections. Little Village Network runs 6-week programmes of weekly 1-hour sessions delivered in class to Year 10 and 11 learners. The programme matches a group of learners with a partner business who provide volunteer mentors. The programme is facilitated by a member of the Little Village Network team who guide learners and volunteers through the activities and discussions. On week 6 of the programme there is a trip to the offices of the chosen business where learners meet additional volunteers, practice their networking skills and deliver a short speech to an audience of working professionals and their peers. These sessions have also been introduced online with learners have a 4-week block with 4 different volunteers each week.

**Local Colleges**

We regularly invite local collages to attend OBCA and have sessions with our students to allow them to get a firsthand insight into what life after OBCA may look like for them.

**L6 Careers Advisor**

We have a L6 qualified Careers advisor that has 1:1 sessions with our learners formulating personalised action plans and giving advice on next steps. These sessions begin with our Year 11 cohort but with the goal of every learner being seen throughout the academic year.

**How Careers is embedded in the curriculum**

At Ormiston Beachcroft Academy we embed Careers into the curriculum during PSHE Lessons but are aiming to have a whole school approach where all subjects are linked to careers. We will also have a Careers week in March where we will be inviting Employers from the community onsite to have talks and give guidance to our students. We will be talking to students to try and get a sense of what they would like to do and tailor the week for them. EM has just completed the Talentino training that provides the More programme which is a careers development programme that provides support for young people with SEND through career journals and schemes of work. EM is hoping to introduce this during interventions, PSHE lessons and link with all other subjects.

**Work Experience**

We will look to put work experience at the top of our priorities this year as we believe it enables young people to develope transferring skills such as communication and teamwork and understand how organisations work. It is a fantastic way of bringing a job learners have read or heard about to life. We will be working closely with Westminster Employment Service to allow further opportunities for work experience.

**How we judge Progress**

We judge the progress of careers programme by having termly Compass Plus evaluations with our allocated Careers Hub Enterprise co-ordinator to assess if the Gatsby Benchmarks are being met. We also complete a careers impact leadership review which provides assurance of quality and a systematic approach to raise quality.

**NEET Tracker**

At Ormiston Beachcroft Academy we use a NEET tracker and Ragging system to judge how well a particular student is doing when it comes to Post 16 options.

Please see a template of the document we use below.



If we are not satisfied that a student has a FE placement, then we will continue to contact that student during the summer break and into the new academic year to try and aid in securing them a placement. We also make regular calls to our previous Year 11 students to continue to guide them if they are struggling with a placement or are finding it hard at the placement, they may be in. We also working with the Westminster Employment Services and any learner at risk of being NEET can be referred to them and they can assist with mentoring, CV writing and job applications.

22-23 academic year 35% of our Year 11 cohort were NEET with 65% attending various colleges.

23-24 academic year 10% of our Year 11 cohort were NEET with 80% attending various colleges and the other 10% being referred to the Westminster employment services.

**Compass +**

Compass + is the system that we use to document other areas of our students' progress. This platform enables us to track, benchmarks and report on our whole school careers provision.

**Our Careers Team**

Edward Mathurin (Careers Leads)

Peter Augustine (Oversees Careers and Student Services Manager)

Careers Advisor Anna Hirst

**Promotion of Careers related activities**

Omission Beachcroft Academy will promote Careers-related activities throughout the school by sharing them through our school Twitter and other social media channels.

**Action Plan 25 - 26**

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|  | Objective | Achievements | Areas for DevelopmentIssues | Next steps 2025/26 |
| CEIAG for OBCA Learners  | To ensure that all current year 11s are offered effective careers guidance. To ensure consistency of procedures with new arrivals.To ensure safeguarding information is held prior to pupil arrival on site.  | * Current cohort (Yr. 11s) have allocated Careers interview slots on their timetables.
* Induction process is managed well for all incomers –
* Partnership with LA strong- updates shared regularly with PA and EM
 | * Explore work experience
* Use FSQ to identify gaps in learner career journey
 | * New referral and inductions to include Career guidance input.
* Risk assessments (personalised) to be part of taster days/careers trips/site visits.
 |
| KS4 Careers Guidance | To ensure that an up-to-date tracker is completed and reviewed across OBCA.To ensure relevant contact is made to support the post 16 transition for all learners.Incorporate work experience opportunities for Year 10 learners.  | * OBCA NEET Tracker a working progress with destinations and progress of learners updated weekly (adding new inductees)
* EM to hold Post 16 interviews with learners at OBCA regularly to advise and guide with Post 16 Options.
* Introduction of preparing Careers Week/ Careers fairs/employer encounters in line with Gatsby Benchmarks.
* To be run virtually and face to face.
 | * CPD training for staff – teachers CPD on Gatsby benchmarks used against curriculum demands and development needs to be ongoing.
 | * Thematic curriculum more suited to needs of students linked to careers.
* EM to support with SEND against careers - learners who are ASD/ADHD: priorities given needs of students for EHC planning>preparing for adulthood.
* Parents’ questionnaires/feedback show that they are positive towards the careers support given to their child.
* Staff who carry out home visits to inform EM outcome/interests and further details around post 16
*
 |
| KS3 Careers Guidance within the curriculum | To incorporate Careers within the curriculum (Core subjects and vocational)  | * EM introducing school partnerships from charities e.g., CYT and 2 – 3 Degrees – who offer school programmes delivering life and employability skills.
 | * Introduction of initial assessments and options /interests
* To introduce careers into curriculum from years 7-9 to help prepare cohort for Year 11 and post 16.
 | * Use of initial assessments and planning from teachers- how are these used to support students?
* Next steps targeting post 16 pathways in line with academic progress
 |
| Compass Tool/ Planning/Organisation  | This is the online resource we use, which helps us to measure the areas needed for development around careers at OBCA.Formalising a careers action plan that helps to identify what is working, what can be improved and next steps moving forward. Programme is still in early stages of use by MC and EM..EM liaises with staff via email or in person to offer additional support where needed. EM to meet with line manager once a month, to review success and areas for development around Careers |
| Gatsby Benchmarks | To hit all Gatsby benchmarks (including 6) by end of 25/26  | * EM in constant contact with Anna Hirst (London Careers Hub) and Paula (Careers Link Worker) to obtain information and ideas on understanding and achieving Gatsby Benchmarks
 | - EM to arrange outside support from organisations around how we could hit them more effectively as a whole school.* CL CPD Sessions offered by London Careers Hub in partnership with Reed.
 | Secure links with local business and work experiences providers .  |
| CEIAG - NEET | To ensure that information sharing between all services (CS, YOT, SEND, and Prospects etc) is consistent and relevant – regular updates given to MC and PA* All OAT west provision to mirror this.

Working more collaboratively with Director of Inclusion and Student Services Managers (SM, PA, DB & DMc) around outside services linked to YP. | * EM (OBCA) working on NEET Learners and at Risk of NEET learners.

Providing a tracker of potential destinations and applications made.* EM working with networks to support the follow up of YP ( IAG advisers (CCC), Princes Trust, CYT, Prospects etc
 | * Communication within the Prospects service.
* MC and to be made aware and informed of VCC and NEET panel outcomes and how these are shared/updated.
 | * How can we be better support SEN /NEET learners given the rising numbers of students with complex needs, gang involvement or affiliation?
 |
| A Stable Whole School Careers Programme | To develope and populate a whole school Careers Programme by the end of 2026  | * EM completing Talentino workshop training. Introducting the MORE workbook to careers programme.
 | Feedback from learners regarding taster days/ workshops/employment encounters (via evaluation forms)Parent feedbackEstablish more employer encounters and networks within labour market.  | * How do we follow up when students have left us? To make a FE link with colleges
 |
| Academic Progress towards Post 16 requirements | To ensure all learners have a realistic expectations of what post 16 entails (apprenticeships, training, employment and FE)To explore and match pathways in accordance with their academic capabilities  | * Predicted grades and assessments shared.
 |  EM to be aware of Exam entries, which learners are taking GCSEs or FS exams. |  |

**Useful Links**

Gatsby Foundation

 <https://www.gatsby.org.uk/>

Post 16 Skills Plan

 <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/536043/Post-16_Skills_Plan.pdf>

National Careers Service

<https://nationalcareers.service.gov.uk/>

Department For Education careers Strategy

 <https://www.gov.uk/government/publications/careers-strategy-making-the-most-of-everyones-skills-and-talents>

London Careers Hub

<https://www.london.gov.uk/what-we-do/jobs-and-skills/london-careers-and-preparing-workplace/london-careers-programmes-and-resources/london-careers-hubs>